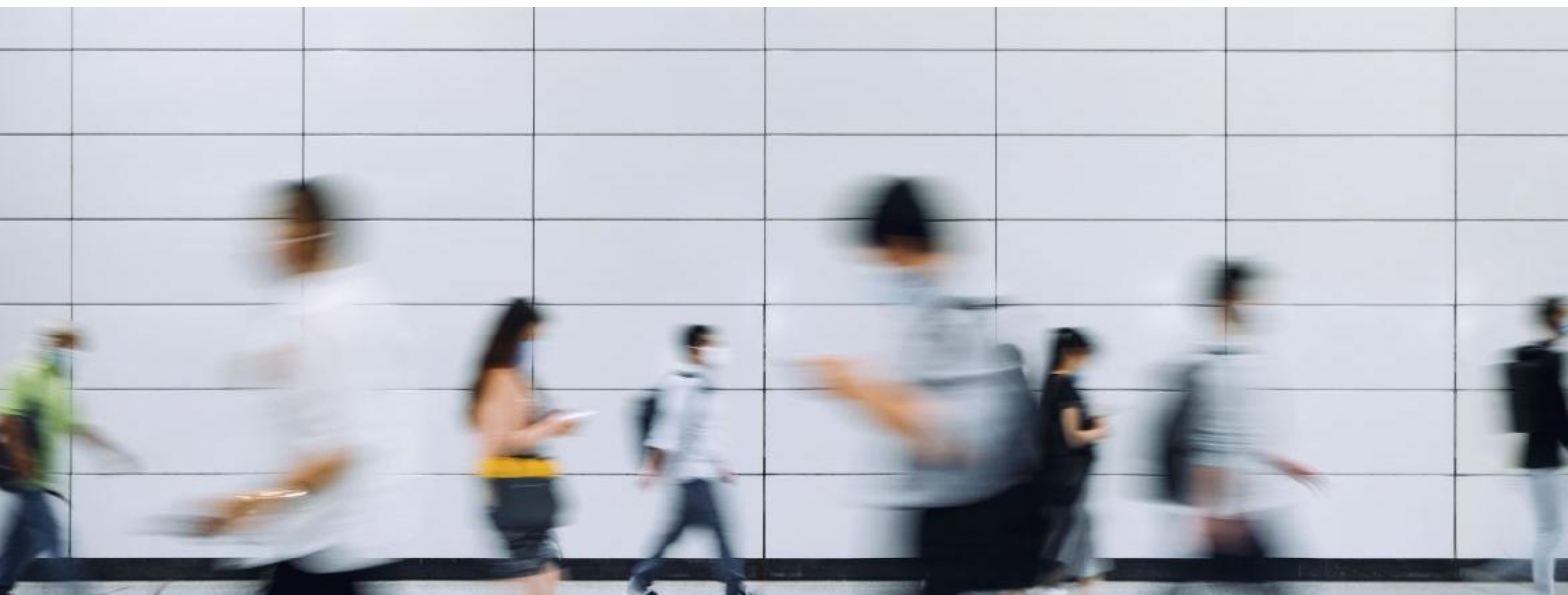




Newsletter

Overtime and premium pay

In Colombia, overtime and premium pay are primarily governed by the Substantive Labor Code ([CST](#)), as amended by recent regulations such as [Law 2101 of 2021](#) (gradual reduction of the working week) and [Law 2466 of 2025](#) (Labor Reform).

What is overtime?

Overtime work refers to any work performed beyond the employee's agreed regular working hours or, in [any case, beyond the maximum legal working time](#). This is established in [Article 159](#) of the Colombian Substantive Labor Code ([CST](#)).

Maximum working hours

As of July 15, 2026, [the maximum legal working week in Colombia is 42 hours](#), following the gradual reduction established by [Law 2101 of 2021](#).

Daytime and nighttime work

The Labor Reform extended the nighttime work schedule as follows:

- **Daytime work:** 6:00 a.m. to 7:00 p.m.
- **Nighttime work:** 7:00 p.m. to 6:00 a.m. of the following day.

Overtime and Premium Rates

Night-time surcharge

When an employee works during regular working hours at night:

- **35% premium** over the regular daytime hourly rate (Article 168 CST).

Daytime overtime

When work exceeds the regular working schedule and is performed during daytime hours:

- **25% premium** over the regular hourly rate (Article 168 CST).

Nighttime overtime

When overtime is performed during nighttime hours:

- **75% premium** over the regular hourly rate (Article 168 CST).

Sunday and public holiday work

Work performed on Sundays and public holidays is subject to a special premium established under current labor regulations. The Labor Reform gradually increased this premium. As of July 1, 2026, **the premium for work performed on Sundays and public holidays is 90% of the regular hourly rate and will increase to 100% effective July 1, 2027.**

Overtime limits

Overtime work may **not exceed**:

- 2 hours per day
- 12 hours per week

Unless special authorization has been granted by the Ministry of Labor.

Concept	Premium rate	Multiplier applied to regular hourly rate
Regular daytime hour	0%	1.00
Night shift premium (non-overtime)	35%	1.35
Daytime overtime	25%	1.25
Nighttime overtime	75%	1.75
Sunday/Public Holiday daytime work	90%*	1.90
Sunday/Public Holiday nighttime work	135%	2.35
Daytime overtime on Sunday/Public Holiday	125%	2.25
Nighttime overtime on Sunday/Public Holiday	175%	2.75

Contact us

Forvis Mazars in Colombia

Bogota

Calle 93 No. 15 – 40 Pisos 2 y 4

Barranquilla

Calle 77 # 59 - 35 Centro Empresarial Las Américas III Oficina 1315

Cali, Valle del Cauca

Calle 36 # 6A-65 - Oficina 1705 World Trade Center Pacific

Medellin, Antioquia

Calle 5 A # 39-131 Torre 4 Pisos 4 y 6 – Edificio Cofín

Tel +57 (604) 4242490



Milena Gomez Ahumada, Outsourcing Partner
milena.gomez@forvismazars.com



Angelica Cardenas, Director of Payroll and HR
angelica.cardenas@forvismazars.com

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